



The California Department of Fish & Game

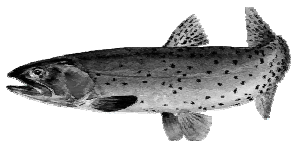
Invites you to take the

Open - Nonpromotional Examination

for **ASSOCIATE BIOLOGIST (MARINE/FISHERIES)**



FINAL FILING DATE – CONTINUOUS FILING



**Why not work to benefit California's environment?
Want to work with dedicated people who value and enjoy their work?**

Our employees are committed to managing and protecting California's diverse wildlife and the habitats upon which they depend. Join us and begin a meaningful new career.

About the State Examination & Hiring Process:

The first step in the State hiring process requires you to take a competitive examination for each separate permanent job classification. Examinations may be written, interview, or performance-based and are designed to test the knowledge and abilities required for the classification. After you take and pass a State examination, you are ranked and placed on an employment list for that classification. Once you are placed on the employment list, you can apply for job openings in that classification. For more information on the State examination and hiring process, visit our website at <http://www.dfg.ca.gov/hrb/pages/jobswithdfg.htm>

POSITION INFORMATION

Duties: The Associate Biologist (Marine/Fisheries) perform technical biological work related to fisheries management or research activities. This typically involves biological surveys focusing on aquatic fauna or flora, including marine or freshwater and anadromous species, reptiles, amphibians and invertebrates; assessing commercial and sport fishing impact on fisheries and related resources or analyzing stream flow releases and storage waters; and the preparation and evaluation of fisheries or aquatic fauna or flora habitat development, restoration or management plans on California's offshore, coastal, inland waters and estuaries.

Salary Range: \$4,329 - \$5,217

HOW TO APPLY FOR THIS EXAMINATION

Where to Mail: The testing office will accept applications continuously and will notify and test applicants as needs warrant. **YOU MAY APPLY AND TEST ONLY ONCE IN A TWELVE-MONTH PERIOD.** The State Exam Application (Form 678) may be filed in person or by mail at:

Department of Fish and Game
Attention: Exam Unit
1416 Ninth Street, Room 1217
Sacramento, CA 95814

How to Get an Application: Obtain a State Application (Form 678) at Employment Development Department (EDD) offices, at Department of Fish and Game offices, or you can download one from the web at http://www.spb.ca.gov/employment/employment_forms_brochures.htm.

Accommodations for
Persons with
Disabilities:

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application". The Exam Unit will contact you to make specific arrangements.

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

Minimum
Qualifications for
Admittance:

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as Either "I", "II, or "III", etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.

Education: Equivalent to graduation from an accredited college, or equivalent degree, certificate or diploma approved by the California Superintendent of Public Instruction under the provisions of the California Education Code, Section 94310, with specialization in zoology, botany, fishery biology, conservation biology, herpetology, marine biology, wildlife management, or a closely related biological field.

AND

Either I: One year of experience in California state service performing the duties equivalent to those of a Biologist (Marine/Fisheries), Range B.

Or II: Three years of increasingly responsible fishery research management experience. One year of this experience must be equivalent in level to carrying out a major segment of a broad and complex fishery research study or management program. [Experience in California state service applied toward this one-year requirement must be equivalent in level to a Biologist (Marine/Fisheries), Range B.] (Possession of a Doctorate Degree in Fishery or Marine Biology or similar biological science may be substituted for the required experience; possession of a master's degree may be substituted for two years of the required general experience; candidates who are within one year of receiving their doctorate or master's degree may be admitted to the exam, but must receive the degree before they are eligible for appointment, if the advanced degree was counted toward meeting the experience requirements.)

Additional Desirable
Qualifications:

Specific course work beyond that which is required in a normal four-year curriculum in the following areas: basic zoology; principles and practices of biological resource management; related biological courses (including plant, aquatic or microbiology); physical sciences (including chemistry, physics, geology or soils); quantitative sciences (including statistics, algebra, calculus, computer science, mathematical modeling); or resources policy/administration, environmental law, and land use planning.

Special Personal
Characteristics

Willingness to live and work throughout the State; willingness to work unusual hours and on Saturdays, Sundays, and holidays; willingness to go on extended sea cruises on research vessels.

Make Sure you Also
Meet These
Conditions:

Applications/resumes require employment history information including "to" and "from" dates (month/day/year), time base, and if applicable civil service class titles. Applications/resumes received without this information MAY BE REJECTED because of incomplete information.

EXAMINATION INFORMATION

Type of Examination:

This examination will consist of a **qualifications appraisal interview** weighted 100.00%. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained. **COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.** NOTE: Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

Examination Locations:	Oral interviews are ordinarily scheduled in Sacramento, Los Alamitos, Napa, Redding, and Fresno. However, interview locations may be limited or extended as the number of candidates and conditions warrant.
Scope of Examination: (STUDY THIS to prepare for examination.)	<p>A. Knowledge of:</p> <ol style="list-style-type: none"> 1. Fishery biology and its application to problems of inland, marine or anadromous fishery conservation and management. 2. Classification, life histories, ecology, habits and geographic distribution of marine, anadromous and freshwater fishes. 3. The parasites and diseases affecting freshwater, marine and anadromous fishes, reptiles, amphibians, and invertebrates. 4. Methods, materials and equipment used in the improvement of fish habitat and fish production in inland water. 5. Statistical methods and their application to fishery research. 6. Current fisheries literature. 7. Principles of oceanography and their effects upon world fisheries. 8. Departmental policies relating to the conservation and restoration of inland, anadromous and marine fish and their environments. 9. Laws and regulations relating to the conservation and restoration of freshwater, marine and anadromous fishes, amphibians, reptiles and invertebrates. 10. Activities of governmental agencies and private organizations interested in fish conservation and management. 11. Organization and practices of the Pacific Coast fishing industry. <p>B. Ability to:</p> <ol style="list-style-type: none"> 1. Direct the work of entry-level Biologists and others. 2. Plan, organize and carry out research work. 3. Analyze situations and take effective action. 4. Establish and maintain cooperative relations with those contacted in the work. 5. Communicate effectively. 6. Prepare and/or coordinate the preparation of clear, complete and technically accurate reports. 7. Evaluate studies related to impacts on California's fish, marine, plant, wildlife and related resources.
Veterans Preference:	Veterans preference credits will not be granted.
Career Credits	Career credits will be granted in this examination.
Length of List Eligibility:	Names of successful competitors will be merged into the list in order of final scores regardless of date. Eligibility expires 24 months after it is established unless the needs of the service and conditions of the list warrant a change in this period. This examination will be administered on a continuous basis. Competitors will have the option of retesting after the 12 month testing period. Competitors choosing to retest will have dual eligibility on the list. The highest score will take precedence regardless of examination date.

QUESTIONS?

If you have any questions concerning the Associate Biologist (Marine/Fisheries) examination or the testing process, please contact Polly Coughlin, Personnel Analyst with the Department of Fish and Game, Human Resources Branch at (916) 653-8120. You may also visit our website at www.dfg.ca.gov.

ADDITIONAL GENERAL INFORMATION

IMPORTANT — What to do if you haven't received any notifications:

If you have not received your examination or progress notice four weeks after the final filing date, it is your responsibility to contact the Department of Fish and Game, Human Resources Branch at (916) 653-8120.

Remember, Examinations are Competitive

If you possess the entrance requirements stated on this bulletin, you may take this competitive examination; however, you aren't assured a place on the eligibility list. Your performance in the examination is compared to an established rating criteria. All candidates who pass are ranked according to their scores.

Career Credits

In open, nonpromotional examinations, Career Credits are granted to: (1) State employees with permanent civil service status, (2) employees of the Legislative Analyst and Office of the Auditor General who have had five consecutive years in an exempt position, and (3) full-time employees of the State who are exempt from State civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, meet all qualification requirements specified by the Board and have 12 consecutive months of service in an exempt position. Three points are added to the final test score of those candidates who meet the above criteria, and who pass the examination. Competitors not currently employed in State civil service who have mandatory reinstatement rights may also be eligible for Career Credits, but they must explain their civil service status in the appropriate section on their application Form 678. (Section 4 of Article VII of the California Constitution is posted at 801 Capitol Mall.)

How Qualifications are Rated:

General Qualifications for all Examinations: Candidates must possess personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Additional List Information:

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multi departmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

Miscellaneous Information:

High School Equivalence: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

The Department of Fish and Game reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

California Relay (Telephone) Service for the Deaf or Hearing-Impaired

From TDD phones: 1-800-735-2929

From voice phones: 1-800-735-2922

THE DEPARTMENT OF FISH AND GAME OFFERS EQUAL OPPORTUNITY TO ALL REGARDLESS OF SEX, MARITAL STATUS, RACE, COLOR, RELIGION, POLITICAL AFFILIATION, NATIONAL ORIGIN, ANCESTRY, AGE, SEXUAL ORIENTATION, DISABILITY, OR MEDICAL CONDITION.

IT IS THE OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS. APPLICANTS FOR STATE SERVICE ARE EXPECTED TO BE DRUG-FREE.